

## SB17

### WHAT YOU NEED TO KNOW

#### ***WHAT'S PROHIBITED UNDER SB17?***

- Diversity, equity, and inclusion (DEI) offices in institutions of higher education.
- Hiring or assigning an employee or contracting with a third party to perform the duties of a DEI office.
- Mandatory DEI trainings, programs, or activities.
  - Policies, programs, trainings, or activities in reference to race, color, or ethnicity unless approved by the institution's general counsel and Texas Higher Education Coordinating Board.
- Requiring or soliciting DEI statements or giving preferential consideration based on them.
- Giving preference on the basis of race, sex, color, ethnicity, or national origin to employment applicants, employees, or participants in institution functions.

#### ***WHAT'S STILL ALLOWED UNDER SB17 FOR STUDENTS?***

- SB 17 does not apply to recruitment or admissions practices.
- Students can still write about identity-based experiences and how those experiences affect their qualifications in their applications for admission.
- The ban on DEI does not apply to student organizations registered with or recognized by the educational institution.
- Guest speakers or performers on short-term engagements who discuss or raise identity-based topics are permitted.
- The ban on DEI does not apply to academic course instruction, scholarly research, or creative work.
- Your ability to speak about your personal experiences with DEI is not affected by the ban.
- There is no prohibition against *voluntary* DEI programming and training.

#### ***WHAT'S STILL ALLOWED UNDER SB17 FOR FACULTY?***

- SB 17 does not apply to recruitment or admissions practices.
- You can still engage in data collection.
- The ban on DEI does not apply to academic course instruction, scholarly research, or creative work.
- You may bring in guest speakers or performers on short-term engagements on identity-based topics.
- For purposes of accreditation or grant applications, you can still submit statements about the institution's work supporting first-generation, low-income, or underserved student populations.
- You can still put on and engage in *voluntary* DEI programming and training.
- You are not barred from discussing your previous DEI work in applications for hire.